



Fable

Annual Impact Report 2025

FABLE IMPACT REPORT 2025

Certified



Corporation



Welcome to Fable

A MESSAGE FROM OUR CEO

When we launched Fable in 2019, we set out with a clear belief: that a business can, and should, balance profit with purpose. As a Certified B Corporation, that belief continues to guide every decision we make, shaping how we design, source, and grow.

Our homes are more than just places we live. They're where we gather, recharge, celebrate, and connect. At Fable, we see home as a collection of daily rituals, made meaningful by the objects we choose to live with. Our purpose has always been to create pieces that support those moments—thoughtfully designed, responsibly made, and meant to last.

In 2025, that purpose came to life in new ways. We deepened our core collections with new sizes and colors across categories like rugs, glassware, and planters. We also launched long-anticipated additions like our Steak Knives, continuing our commitment to creating functional, beautifully designed essentials for everyday living.

This past year also saw incredible growth. We reached more homes, welcomed new customers into our community, and deepened our connection with existing ones. We brought Fable to new and familiar places, meeting our community in person in cities like Austin and LA. These moments of connection reinforced what inspires us most: a shared appreciation for thoughtful design, meaningful rituals, and spaces that feel lived in and loved.

As we expand, our commitment to ethical and sustainable production remains unwavering. We continue to work exclusively with partners and makers who share our values, ensuring responsible practices at every step—from materials and craftsmanship to production and distribution. Growth, for us, only matters if it's done thoughtfully.

At its heart, Fable is about bringing home better. Better design. Better materials. Better choices. Whether it's setting the table, creating a quiet corner to unwind, or welcoming others into your space, our mission is to make everyday living more meaningful—one piece, one ritual, one story at a time.

Thank you for being part of our journey.

Joe Parenteau
Fable CEO + Co-Founder





Table of Contents

INTRODUCTION

4	Our Mission & Vision
7	Our Values
8	About Fable
11	Our Partners
14	Our People

IMPACT

17	Fable & Philanthropy
19	Our Supplier Code of Conduct
20	Labor Standards & Practices
22	Environmental Policy
29	Promoting Supply Chain Diversity
31	Fable Café



OUR MISSION

We craft timeless
homeware that's made
to last and meant to be
lived with.

Through thoughtful design, sustainable materials, and ethical craftsmanship, we bring better to every home—one piece, one ritual, one story at a time.



OUR VISION

To shape a world where fewer, better objects bring more meaning to everyday life.

Where every piece tells a story, shaped by better materials, better values, and better design—for today and for generations to come.





OUR VALUES

Fable is built upon four value pillars, which we use as a guide for every decision.



Share all that you can.

By sharing all we can with our community, we can make better, informed decisions. We cultivate this by encouraging questions that allow us to rethink how things are done.



Lead with empathy.

We're welcoming hosts, and we know that embracing diversity at every step creates better outcomes. We listen with an open mind to all outlooks, opinions, and perspectives, and celebrate diverse identities, abilities, and cultures.



Own the outcome.

We hold each other accountable for all results—the good and bad. For us, accountability goes hand-in-hand with prioritization. We put anything that advances the business and positively impacts our community first, celebrating our wins and learning from our mistakes.



Do the best work of our lives.

Every day, we strive to disrupt the status quo and do better. We use data to drive our decisions in countless ways, from using customer feedback to inform new product offerings to routine employee 'pulse checks' to refine our internal processes. Through it all, we remain nimble, taking smart risks and leaving ourselves open to any outcome.



ABOUT FABLE

It's simple, really. We want to make our customers' lives easier by simplifying the experience of shopping for their homes.

We do this by designing homeware that is timeless, durable, and beautiful. Then, we partner with international craftspeople to bring those designs to life. Finally, we make it accessible through our direct-to-consumer business model with transparent pricing.

And, we're just getting started.

Each new product is designed in-house to fit in with the Fable offerings that came before it. This allows our customers to shop with ease, knowing the style of any new pieces will align with what they already have in their Fable collection.

As we carefully choose which new products to design next, we simultaneously take the time to select partner companies who are excellent at what they do, weighing their approach to sustainability and ethical employment standards into our decision-making.

To us, this is common sense; we believe companies should work together in the best interests of both the planet and its people. This also works to empower our customers: by choosing Fable, they can be assured that they are bringing high quality, long-lasting goods made with care into their homes.

Like we said—it's simple.



We're a B Corp.

In 2022, we traded in our Certified B Corp: Pending status for the real deal. Fable proudly became a Certified B Corporation, which means we're part of a global community of businesses that meet high standards of social and environmental impact.

From day one, our goal has been to balance profit with purpose, and becoming a B Corp is one way in which we're held accountable to this goal. For us, it's not just about doing less harm—it's about doing more good. We're constantly working on our commitment to sustainable, ethical, and transparent practices, and we're thrilled to be on this journey towards continuous improvement and collective action.

Certified



**This company meets the
highest standards of social
and environmental impact**

Corporation







OUR PARTNERS

The details matter.

At Fable, we take diversity into account throughout every step of our business, and that includes partnerships with our suppliers. We find joy in the origins of regional craft, diverse landscapes, and the stories they hold close. To us, these companies are so much more than just makers and manufacturers—they're partners. We choose them carefully.



OUR FLATWARE

Northern Region, Portugal

Herdmar was founded in 1911 by its namesake family with the intention of creating the world's best knives. Over 100 years later, the business remains family owned and has expanded into a thriving flatware company with a deeply-rooted commitment to excellence, sustainability, and legacy.



OUR DINNERWARE

Central Region, Portugal

Crafted by local Portuguese ceramicists, our stoneware is made using a balance of machinery and hand-finished craftsmanship. Our stoneware is made using locally-sourced recycled ceramics and clay from just a few miles up the road, and all water is recycled on-site, creating zero water waste.



OUR GLASSWARE

Kanto Region, Japan

On the outskirts of Tokyo lies a facility with glassmaking roots that stretch back more than 120 years. Here, our soda-lime glassware is skillfully crafted using 50% recycled materials, then strengthened with an ion-toughening technique that makes it 1.6 times stronger than untreated glass—truly in a class of its own.



OUR STEMWARE + CRYSTAL

Southeastern Region, Germany

When we set out to make beautiful, durable, high quality crystalware, we found a perfect match—a maker in Germany that’s been honing its craft for over five centuries. Our stemware is made with up to 50% recycled crystal, and undergoes the same ion-toughening treatment as our glassware for superior durability.

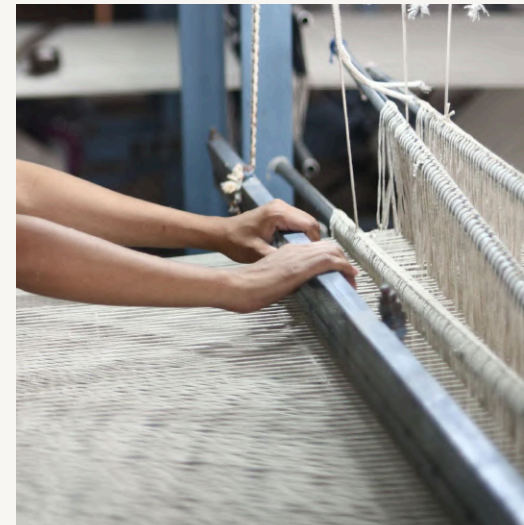


OUR CANDLES

New York State, USA

In the foothills of the Catskill Mountains, Greentree Home Candle has been hand-pouring pure beeswax candles for more than two decades. Their devotion to natural materials and a hand-finishing process made them a perfect fit for our debut collection of taper candles.

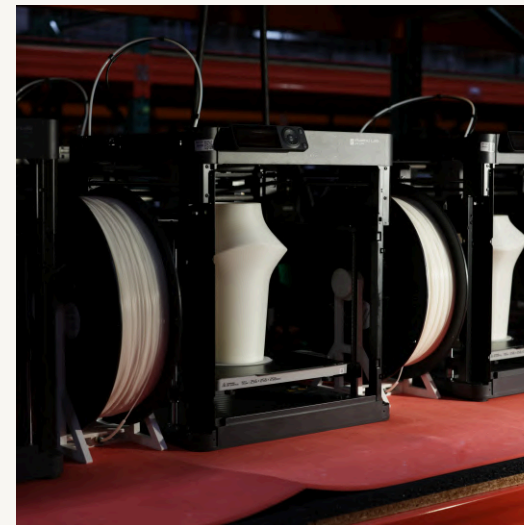




OUR RUGS

Northern Region, India

Crafted from certified New Zealand wool, our washable wool rugs are meticulously woven by hand in Northern India—an area celebrated as the heart of South Asia’s handloom industry. A pioneer in the textile sector since 1972, our makers weave world-class materials and handcrafted detail into every rug.



OUR LIGHTING

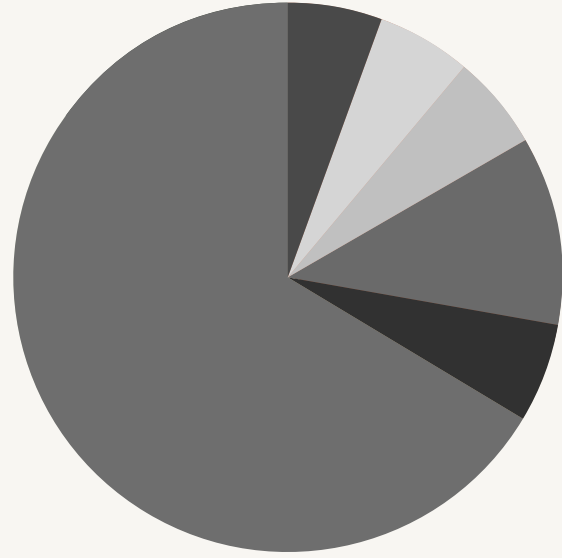
Northern California, USA

Our lighting is 3D printed on demand in Northern California by Gantri, a leader in modern lighting design. Since 2016, they’ve revolutionized the way we light our spaces with 100% biodegradable plant polymer materials and cutting-edge technology.



OUR PEOPLE

In addition to partnering with global partners from a variety of backgrounds and traditions, we are committed to fostering a diverse workplace. Promoting inclusion, equity, and diversity among our staff is a key tenet of our company's philosophy.



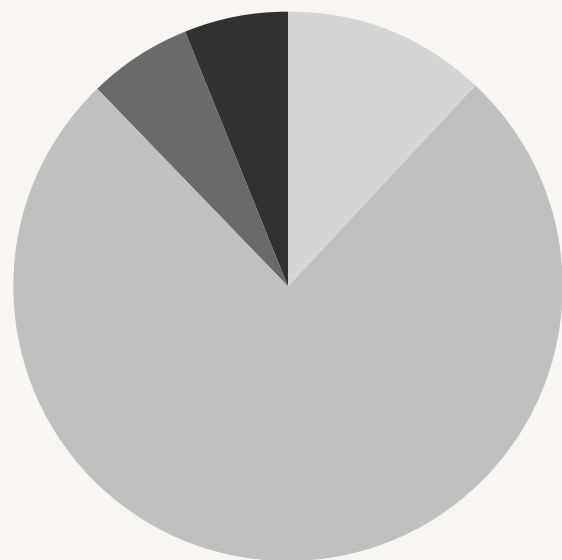
RACE

- 6% Asian
- 6% Black
- 6% First Nations/Indigenous
- 12% Hispanic or Latino
- 6% Middle Eastern or North African
- 71% White



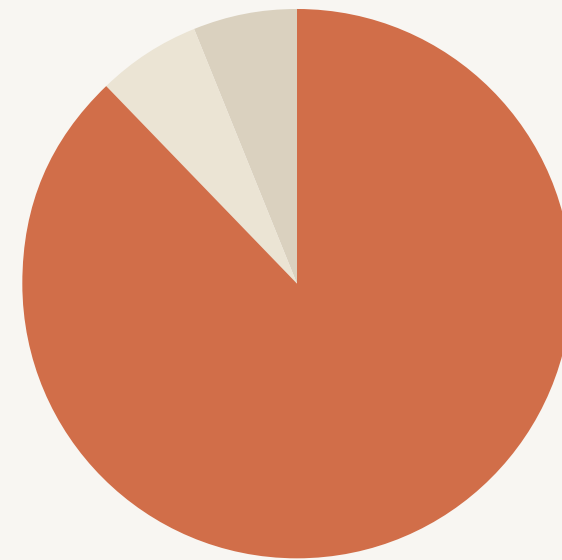
GENDER ORIENTATION

- 41% identify as cisgender male
- 59% identify as cisgender female
- 0% identity as gender non-binary or gender fluid
- 0% prefer not to disclose



SOCIO-ECONOMIC STATUS GROWING UP

- 0% identify as Upper Class
- 12% identify as Upper-Middle Class
- 76% identify as Middle Class
- 6% identify as Lower Class
- 6% prefer not to disclose



SEXUAL ORIENTATION

- 88% identify as heterosexual
- 6% identify as other
- 6% prefer not to disclose

This data was captured in January 2025 and sourced from an anonymous survey of Fable's team. This information is updated annually.





FABLE & PHILANTHROPY

Since the beginning, Fable has been committed to giving back.

With the support of our customers, philanthropy continues to be an integral part of how we show up in the world. In 2025, we expanded our impact through a donation to Our Big Kitchen LA, regularly contributed products to charity auctions, and responded to the California wildfires by providing gift cards to families replacing lost tableware. In partnership with cookbook authors Natasha Feldman Bauch and Jess Damuck, we also packed and distributed 75 boxes of kitchenware to families rebuilding after the fires.

Through the Holiday House charity drive, we also helped support 100 families displaced by fires in Pacific Palisades and Altadena. Alongside partners including LA Can Do, Adam Hunter, Kneeder Fauchere, the Pacific Design Center, and California Home+Design, we provided home goods and holiday items to bring comfort during a difficult time.

Since 2023, we've continued our partnership with Inasmuch Community Society, an Abbotsford-based organization providing transitional housing, settlement services, and living support for newly arrived refugee claimants in Canada, through the donation of dinnerware.

We remain committed to partnering with organizations that share our values—finding meaningful ways to give back and bring home better.







OUR SUPPLIER CODE OF CONDUCT

It's no secret that we care about how our products are made.

Our Supplier Code of Conduct provides us with measurable guidelines upon which to assess our manufacturing partners and makers around the world. This ensures that they enforce safe working conditions, that their workers are treated with dignity and respect, and that their manufacturing processes are environmentally responsible. We undergo this assessment with each new supplier and aim for total transparency and traceability at all levels of our supply chain. Our Supplier Code of Conduct is broken down into two sections: Labor Standards and Practice, and Environmental Policy, which are summarized on the following pages.



LABOR STANDARDS AND PRACTICE

We base our Labor Standards and Practices on the Ethical Trading Initiative (ETI) code.

The most comprehensive standard on Human Rights is the United Nations Universal Declaration of Human Rights, and the United Nations Convention on the Rights of the Child.

In addition, this code represents the minimum and not maximum standards. Our suppliers are expected to comply with national and other applicable law and, where the provisions of law and this Labor Standards and Practice address the same subject, to apply that provision which affords the greater protection.

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labor shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed







ENVIRONMENTAL POLICY

Our suppliers should not only adhere to their local and national laws regarding the protection and preservation of the environment, they should also set goals to reduce the environmental impact caused by their everyday business.



Traceability

Fable and our suppliers are jointly responsible for ensuring social and environmental responsibility and the integrity of our product content claims right through to the finished goods at factory level. The only way to work towards this goal is to have transparency and traceability into all levels of our supply chain. We require suppliers to map and continuously track and monitor all locations in all levels of their supply chain.

Supply Chain Transparency

Fable is committed to complying with federal laws and regulations requiring disclosure of the use of conflict minerals in our products. Thus, we expect our suppliers to responsibly source and assist us in reporting any conflict minerals.

Zero Waste

We are working towards having a zero-waste facility and ask that our vendors assist us in finding innovative ways to reduce unnecessary waste or design changes to create an end-of-life plan to minimize the negative impact on human health and environment.

Carbon Offsetting

To make an impact, we ask for all our vendors' assistance in measuring, reducing, and offsetting our carbon footprint.





OUR CARBON FOOTPRINT

We aim to minimize the overall ‘carbon intensity’ of our operations by reducing the greenhouse gas (GHG) emissions from shipping our products from Portugal, Japan, Italy, India, Germany, and the United States to our distribution centers in Canada and the UK.

In 2025, we offset 201.16 TCO₂e.

Since we got our start in 2019, we’ve offset 1,117 TCO₂e.





OUR CERAMICS

- Certified by SMETA (Sedex Members Ethical Trade Audit)
- Crafted with non-toxic materials
- Certified by SGS for ISO 9001 (Quality) Standards
- 100% of water is recovered and treated for re-use
- 100% of clay shavings and biscuit is re-incorporated

OUR GLASSWARE

- ISO14001 Management System Certificate for Environmental Management
- Made with 50% in-house recycled broken or waste glass
- Eco Action Plan in place to reduce CO2 emissions by 35% by 2030
- 100% lead-free

OUR FLATWARE

- Certified by SMETA (Sedex Members Ethical Trade Audit)
- Certified by SGS for ISO 9001 Quality Standards
- Certified by 14001 Environmental Standards
- Production powered by 100% renewably-sourced energy
- 100% recyclable and 100% non-toxic

OUR STEMWARE

- Certified by 4-pillar SMETA (Sedex Members Ethical Trade Audit)
- ISO 14001 Management System Certificate for Environmental Management
- ISO 50001 Management System Certificate for Energy Management
- Made with up to 50% recycled crystal glass
- 100% recyclable
- Production processes are 100% BPA- and plastic-free
- 30% less energy consumption due to oxy-fuel technology

OUR RUGS

- 100% solar-powered facility
- Azo-free dyes
- Sustainable and recycled materials available
- Certified by 14001 Environmental Standards
- Reliable and affordable health care services, holistic development for youth and children, alternative education programs for artisans, and skill development programs are offered to underprivileged communities

OUR LIGHTING

- 100% plant-based material
- 100% biodegradable in industrial composting
- Facility uses renewable resources, reducing reliance on petroleum
- PLA production reduces CO2 emissions by 75%
- Sugarcane-based process further offsets manufacturing emissions
- Certified by SGS for UL and CSA

OUR CANDLES

- 100% pure North American beeswax
- 100% natural and non-toxic
- Free of paraffin and synthetic additives

OUR PACKAGING

- Made with 100% biodegradable paper
- 100% curbside recyclable
- 100% plastic-free
- Only water-based inks and non-petroleum dyes are used
- In 2025, approximately 32% of our void fill came from recycled corrugate





PROMOTING SUPPLY CHAIN DIVERSITY

At Fable, we set formal targets to ensure that we are working with a diverse set of suppliers.

At Fable, we set formal targets to ensure that we are working with a diverse set of suppliers. We define a diverse supplier as a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented group. Common classifications are small business enterprises, minority-owned enterprises, women-owned enterprises, and businesses owned by other minority groups including, but not limited to, LGBTQIA2S+, suppliers with disabilities, and veterans.

By the end of 2027, our goal is to have at least 40% of our suppliers meet this criteria. We give preference to suppliers that come from diverse backgrounds.







FABLE CAFÉ

A sustainable gathering place.

At Fable, hospitality is about more than just sharing a meal—it’s about creating a space that reflects how we live, connect, and care for the world around us. Our café, located in our South Granville store in Vancouver, is a reflection of this philosophy: a space where sustainability and community come together in meaningful ways.





The Clay Cup

In 2025, 800+ customers (and counting) chose our earth-friendly alternative.



LOCALLY-SOURCED INGREDIENTS

We prioritize fresh, local ingredients to reduce emissions and support nearby producers who share our commitment to premium quality and sustainability.

ZERO-WASTE INITIATIVES

From reducing food waste to composting organic materials, we're dedicated to minimizing our environmental footprint and embracing a circular approach.

EARTH-FRIENDLY CUPS

We offer an innovative alternative to paper and plastic—our ultra-thin clay cups, made from just clay, water, and salt. When they're no longer in use, they return to the earth with no waste.

SUSTAINABLE MENU OPTIONS

We're proud to offer both sustainable and plant-based items that not only taste great, but also align with our environmental goals—made vegan options.

ETHICALLY SOURCED BEANS

We serve Fair Trade coffee and sustainable coffee, ensuring our beans are ethically sourced, supporting farmers with fair wages and promoting sustainable farming practices.

COMMUNITY ENGAGEMENT

At Fable, sustainability is not just a business practice; it's a movement. We actively engage with our local community to raise awareness about sustainability, both hosting and participating in events.



Fable

FABLE IMPACT REPORT 2025

Thank you!

We look forward to sharing more each year.